

BOARD/PASTORAL SEARCH TEAM COMMITMENT

To help ensure the success of the pastoral search process, each member must agree and commit to God and the other members to hold one another accountable to the following agreements:

- A. Prayer.** To pray earnestly daily for God's direction, the church, the board, the search team, and its work.
- B. Focus.** To assist the group by staying focused on the primary purpose: *The purpose of the board during this season without a pastor is to identify the best candidate, manage existing ministries, remove obstacles, and postpone expansion in a way that creates margin and opportunity for our future leader. The purpose of the Pastoral Search Committee is to identify the best candidate.*
- C. Availability.** To make this process a priority, fulfill my duties, and be an equal contributor to the pastoral search process.
- D. Confidentiality.** To keep confidential from family and friends all information disclosed, discussed, or learned at its meetings. This includes but is not limited to the identity and current ministry of potential candidates, comments, opinions, or votes of other committee members as well as the leanings or intentions of the committee.
- E. Honesty.** To be entirely honest and forthright in representing the church, its current financial situation, attendance, challenges, history, culture, and previous commitments.
- F. Sensitivity.** To protect all prospective candidates by not jeopardizing their privacy, job security, current position, or other opportunities being presented at the same time. I also agree to seek the candidates' written permission before contacting references.
- G. Clarity.** To provide clarity to the process by creating a clear and reasonable job description, church bio, and pastor profile before interviewing any candidates.
- H. Surrender.** To subordinate my own personal preferences, agenda, or priorities to the will of the committee as a whole and to support the committee's final decision and candidate.
- I. Thoroughness.** To vet the final candidate to the best of our reasonable abilities through interviews, references, and background checks.
- J. Transparency.** To not deprive the team of context by trying to represent any "anonymous" opinions of people or groups in our deliberations. To be open with team members.
- K. Faithfulness.** To prioritize Bible study and prayer, keeping my heart clean to hear God's voice. To remain faithful to the church and its ministries so church members will continue to have confidence in the team, and I can effectively and honestly assess the process.

I understand that a breach of these agreements, unintentional or otherwise, will be brought to the full board who will determine whether the violation disqualifies me from continued service.

Name

Date

Return this signed form to the PST Chairman